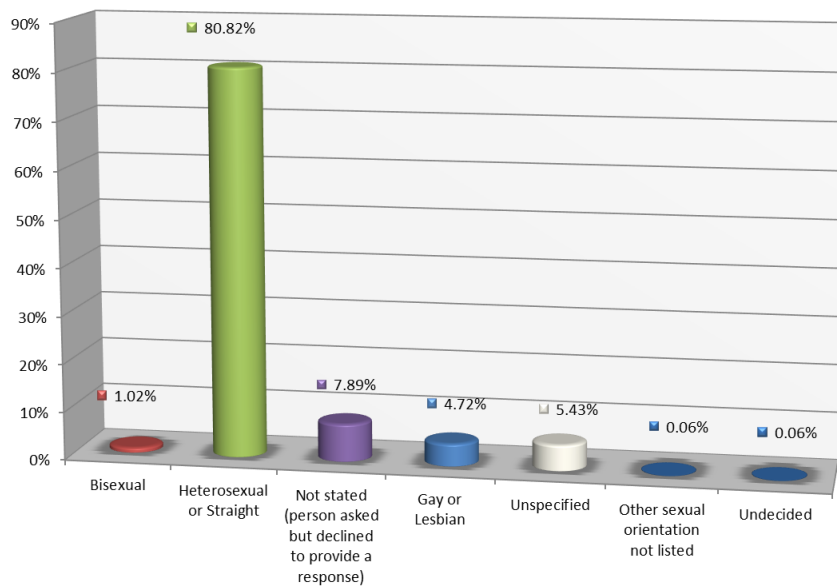


## Annual Employment Monitoring Information

### Sexual Orientation:

Data Source: ESR as at  
31st March 2022

**Current Staff: Sexual Orientation By %**

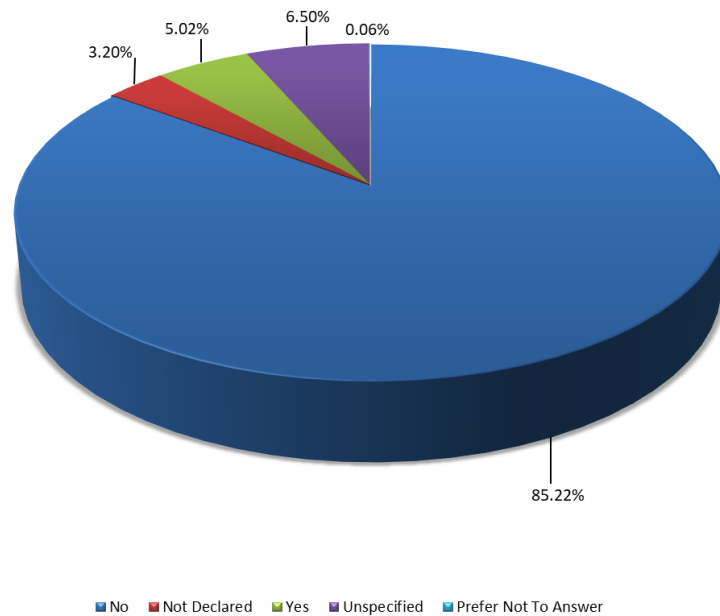


The gay and lesbian categories has increased again from 4.44% to 4.72% staff this year. The rate remains lower than what would be expected of the general population. The figures for bisexual staff have also increased from 0.97% to 1.02%. There has been a continued reduction in non disclosure from over 20% at the end of 2017 to 18.63% and then 16.57% in 2019 and 14.7% in 2020 Calendar year to 13.32% at the end of 2021/22 financial year.

## Disability

Data Source: ESR as at  
31st March 2022

**Current Staff: Disability By %**

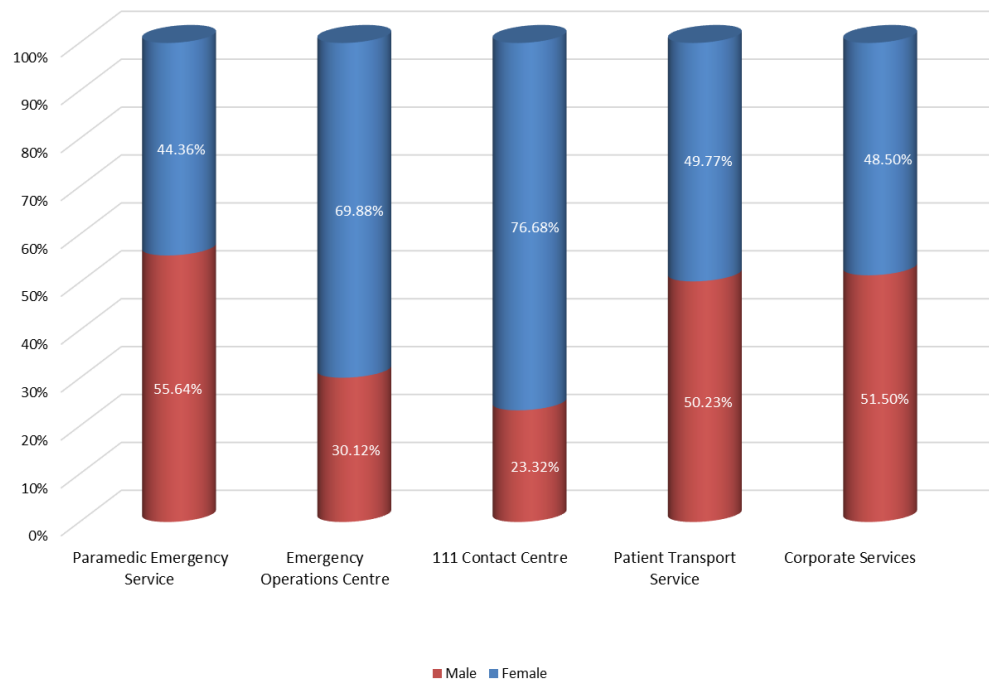


Staff disclosure of a disability had been consistently rising year by year and rose from 4.20% in 2020 calendar year to 5.02% in 21/22 financial year. Those not disclosing their status as disabled or otherwise has decreased from 10.81% in 2020 calendar year to 9.7% at 201/22 financial year.

## Gender

Data Source: ESR as at  
31st March 2022

Current Staff: Gender By Service Lines



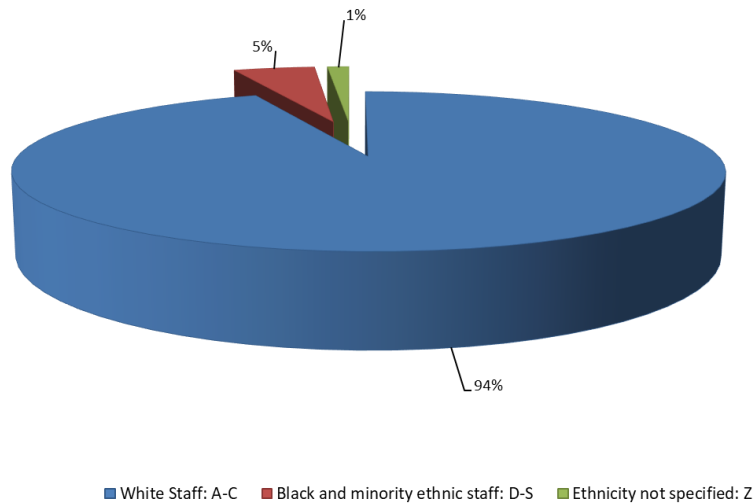
Female staff now account for 51.53% of the workforce within NWAS. The female proportion has slightly increased in all the 3 operational services like PES, EOC, and PTS service when compared to Corporate Services and Patient Transport Service appears to have a good level of gender balance.

**Note about Trans applicants and staff:** It is not possible for new starters to declare their gender to the Trust as anything other than male or female on the electronic systems used as part of the recruitment process. Staff and candidates have declared their status as transgender to the Trust over the last 12 months, but it is not possible to record this information with only the two binary measures on the electronic systems at this time and no option to record trans status. Therefore there is no information published about this currently; there is also the potential initially that the numbers will be so small as to be personally identifiable.

## Current Staff: Ethnicity

Data Source: ESR as at  
31st March 2022

**Ethnicity of current staff in NWAS**

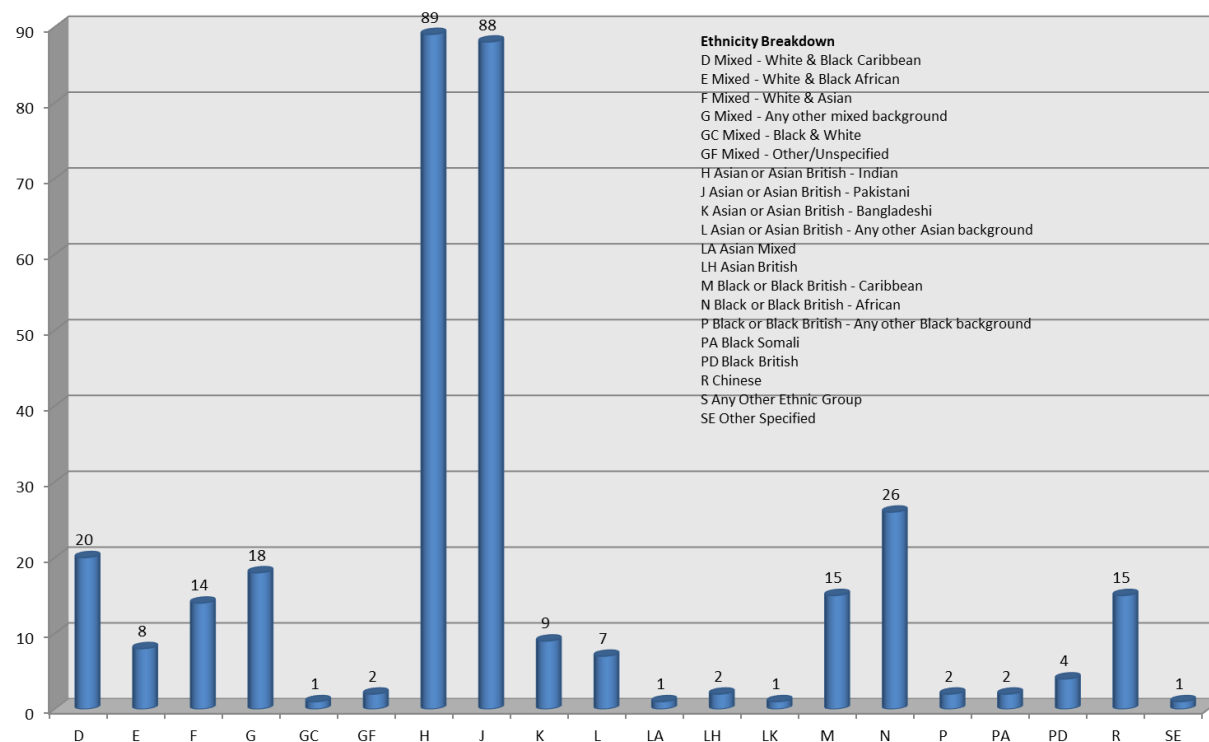


The percentage and overall number of staff from non-white groups has stayed around 5% when compared to previous year. NWAS retains good disclosure rates for ethnicity.

## Breakdown of current staff from non-white groups

Data Source: ESR as at  
31st March 2022

### Ethnicity of current staff: Black and minority ethnic group



## Other monitoring data

Detailed data by age, religion, marital status and part-time staff can be found on our website at the following link:

[LINK TO BE ADDED HERE](#)

The following provides some narrative on the position in relation to other protected characteristics.

**Religion** – Following the previous pattern, non-disclosure rates for religion have again reduced, this time from 20.48% to 19.38%

**Marital Status** – The number of staff for whom the Trust does not know their marital status has reduced again from 325 to 287 over this last year. While this does not appear to cause the Trust any problems, it is important that the Pensions Team are kept up to date with details by employees.

**Age** – The age of the workforce in various parts of the Trust has again shown a similar pattern to the previous year. The 45-54 age range again has the highest proportion of staff equating to just over 27% of staff.

Data source - All workforce data has been taken from the national NHS Employee Staff Record system at 31<sup>st</sup> March 2022.